

(Please Note: The following information will become public information upon submittal.)

## CLARK COUNTY APPLICATION

Name: Teresa Lowry Childs

### EMPLOYMENT HISTORY

Please provide employment history for the past 15 years beginning with current or most recent employment, including self-employment and periods of unemployment.

**Current or Last Employer:** Clark County District Attorney's Office/Family Support and Juvenile Divisions

**Phone Number:** 702-671-0985

**Address/City/State/Zip Code:** 1900 E. Flamingo Rd, Suite 100 Las Vegas NV 89119

**From:** September 2008

**To:** Present

**Supervisor's Name/Title:** David Roger, District Attorney

**Your Title:** Assistant District Attorney

**Duties (be specific):**

Responsible for the administrative oversight of the Family Support, Juvenile Delinquency and Child Welfare Divisions. Member of District Attorney Executive Committee composed of the District Attorney, Assistant District Attorney for the Criminal Division, County Counsel, and Assistant Director of Administration reviewing District Attorney's Office budget, human resources, and policy and procedure. As ADA, I release information to the news media, and respond to media requests for interviews.

As Family Support Division administrator, I evaluate the activities of more than 300 employees through managers and supervisors. I develop a 33 million-dollar annual budget composed of federal, state, and county funding streams. The division is responsible for 74,800 child support cases. I oversee daily operations responsible for establishing paternity and court orders, collecting current child support and arrears and ensuring health insurance for children. This division collected more than 133 million dollars in child support during FY 2011.

I continue to create collaborative and innovative partnerships with the State of Nevada, community organizations, and nonprofits. My strategies implement best practices resulting in improved program performance. To ensure ongoing progress I conduct weekly meetings with the management team composed of operations, information technology, investigations, legal, and human resources.

I evaluate the activities of the Juvenile Delinquency and Child Welfare Divisions through my instruction and supervision of the Chief Deputies, reviewing policy and procedure, and participating in committees and work groups.

**Reason for leaving:** Because of the announced January 2012 retirement of District Attorney David Roger, I am seeking the opportunity to fill this position and continue to improve the operations and of outcomes of the District Attorney's office.

**Current or Last Employer:** Clark County District Attorney's Office/Juvenile Division

**Phone Number:** 702-671-0985

**Address/City/State/Zip Code:** 601 N. Pecos Rd. Las Vegas, NV 89101

**From:** September 2003

**To:** September 2008

**Supervisor's Name/Title:** Robert Teuton, Assistant District Attorney

**Your Title:** Chief Deputy District Attorney

**Duties (be specific):**

Responsible for daily operations of Juvenile Delinquency and Child Welfare Division. Supervised 46 division members, including delinquency and child welfare attorneys, investigators, victim witness advocate, and support staff. Daily operations in juvenile delinquency included the review of cases submitted by all law enforcement agencies in Clark County alleging delinquent acts committed by youth up to 18 years of age, the preparation of charging documents and litigation of the subsequent plea hearing, trial, and adjudication. Daily operations in child welfare included the review of cases submitted by the Department of Family Services alleging a child/children in need of protection, the preparation of charging documents and the litigation of the subsequent protective custody hearing, plea hearing, adjudicatory hearing, disposition, foster care review and termination of parental rights trial.

Established collaborative partnerships with law enforcement, Department of Juvenile Justice, Division of Family Services, Clark County School District, Family Court and Public Defenders Office. Provided POST training in juvenile law for probation officers, Las Vegas Metropolitan Police Department, and Nevada Department of Public Safety. I testified and provided information to the legislature on proposed laws related to juvenile justice and child welfare.

Representative for DA's office during integration of state and county child welfare service delivery which required the DA's office assume responsibility for foster care, and termination of parental rights litigation. Implemented best practice of vertical prosecution so that the same prosecutor handles child welfare cases from removal of the child from his/her home through protective custody hearing, plea, adjudicatory hearing, foster care review and termination of parental rights trial. This is consistent with Model Court practice of "One Family One Judge".

Implemented data collection for child welfare and delinquency teams for review and analysis. Responsibilities also included preparing evaluations of investigators, administrative assistants, victim advocates, and attorneys.

In addition to administrative duties, I carried a full caseload of child sexual abuse, and physical abuse cases. During this time I was appointed as a Special Prosecutor for the Washoe County District Attorney's Office for a Child Welfare 432B prosecution and traveled back and forth to Reno for more than a year to handle the case.

**Reason for leaving:** Promotion to Assistant District Attorney

**Current or Last Employer:** Clark County District Attorney's Office/Criminal Division

**Phone Number:** 702-671-0985

**Address/City/State/Zip Code** 200 S. Third Street, Las Vegas, NV 89155

**From:** May 2003

**To:** September 2003

**Supervisor's Name/Title:** J. Charles Thompson, Assistant District Attorney

**Your Title:** Team Chief/Chief Deputy District Attorney

**Duties (be specific):**

Led general litigation team of criminal division attorneys. Trained new attorneys in all aspects of the job which involved accompanying them to Justice Court for arraignment calendars and preliminary hearings, as well as to District Court arraignment/motion/sentencing calendars. Provided training and guidance to attorneys on the presentation of evidence, jury instructions, and opening and closing arguments in felony jury trials.

Evaluated all team members. Assigned cases to ensure appropriate expertise and experience of attorney on each case. Reviewed, approved, and subpoenaed potential probation revocations; reviewed and approved cases appropriate for extradition and for inclusion in the NCIC data base. Reviewed the negotiations and case resolutions made by the attorneys and gave constructive feedback. Litigated complex felony cases.

**Reason for leaving:** Promotion to Chief of the Juvenile Division

**Current or Last Employer:** Clark County District Attorney's Office/Juvenile Division

**Phone Number:** 702-671-0985

**Address/City/State/Zip Code** 601 N. Pecos Rd, Las Vegas, NV 89101

**From:** June 2001

**To:** May 2003

**Supervisor's Name Title:** Robert Teuton, Chief Deputy District Attorney

**Your Title:** Chief Deputy District Attorney

**Duties (be specific):**

Screened police reports, prepared charging documents, and prosecuted juveniles charged with sex offenses. Provided legal analysis, guidance and training to juvenile probation officers. Interviewed and advised witnesses and complainants about prospective prosecution. Litigated more than 40 bench trials. Litigated certification of juveniles to adult status. Served as the Drug Court and probation violation calendar representative. Prepared legal research and points and authorities for use in preparation of cases. Responded to defense motions.

Screened investigative reports and prepared charging documents for children in need of protection. Provided legal analysis, guidance and training to child protective services workers. Interviewed and advised witnesses about prospective prosecution. Litigated evidentiary hearings in child abuse and neglect cases

**Reason for leaving:** Promotion to Team Chief in Criminal Division.

**Current or Last Employer:** Clark County District Attorney's Office/Criminal Division

**Phone Number:** 702-671-0985

**Address/City/State/Zip Code** 200 S. Third St. Las Vegas, NV 89155

**From:** March 1991

**To:** June 2001

**Supervisor's Name/Title** Randal Weed, Team Chief; David Schwartz, Team Chief; Dan Bowman, Team Chief; Bill Barrett, Team Chief; John Lukens, Team Chief; Thomas Moreo, Team Chief; Douglas Herndon, Team Chief.

**Your Title:** Deputy District Attorney/Chief Deputy District Attorney

**Duties (be specific):**

Screened police reports and witness statements to prepare charging documents.

Managed weekly Justice Court arraignment calendars and preliminary hearings, and

District Court arraignment/motion/sentencing calendars. Prosecuted all felony, gross misdemeanor, and misdemeanor crimes. Presented cases before the grand jury.

Engaged in legal research, and prepared and responded to motions and writs.

Litigated more than 50 felony jury trials.

Prosecuted cases in outlying areas, such as Laughlin, Searchlight, Moapa, Boulder City, and Mesquite.

Provided testimony to the legislature on criminal laws.

Served on Crimes Against Women and Children Unit (1994 - 2001). Prosecuted hundreds of cases of sex crimes perpetrated on child victims.

Appointed Special Prosecutor for White Pine County District Attorney's Office on Capital Murder case involving homicide of child. Lived in White Pine County for two months during prosecution of trial and penalty phase.

**Reason for leaving:** Requested opportunity to work in Juvenile Division to help create improvements and programs in juvenile delinquency and child welfare and further utilize and put into practice my social work experience.

## EDUCATION

1. List names and addresses of colleges and graduate schools (except for law school) attended; dates of attendance; certificates or degrees awarded; reason for leaving.

Richmond University (Spring Semester 1980)  
Queens Road  
Richmond-upon-Thames  
Surrey  
TW106JP  
England

University of Nevada, Las Vegas, (1978 - 1983)  
4505 S. Maryland Parkway  
Las Vegas, NV 89154

Bachelor of Arts, Psychology, 1983

2. List name and addresses of law schools attended; degree and date awarded; if more than one law school attended, explain reason for change.

Northwestern School of Law at Lewis and Clark  
10015 S.W Terwilliger Blvd  
Portland, Oregon 97219

Juris Doctor, 1990

## LAW PRACTICE

3. State the year you were admitted to the Nevada Bar and your Bar #.

Admitted to Nevada Bar in 1991. Bar Number 3901

4. Name the states (other than Nevada) and year of admission, in which you are admitted to practice law and accompanying Bar #s. Name any federal court and year of admission, in which you are admitted to practice law

None

5. List courts and counties in any state where you have practiced in the past ten years.

Eighth Judicial District Court, Clark County, NV.

Second Judicial District Court, Washoe County, NV.

Seventh Judicial District Court, White Pine County, NV.

6. Have you ever been denied admission, suspended or disbarred from the practice of law in Nevada or any other state? If so, describe circumstances, dates, and locations.

No.

7. Describe any pro bono or public interest work of which you want the committee to be aware.

As a result of working as an attorney in the District Attorney's Office for the past twenty years, most pro bono opportunities in my area of expertise create a conflict of interest. However, in the spirit of giving back to the community and the families we serve, I sponsor Saturday-Back-to-School outreach events at the Family Support Division to serve the low income children in our caseload. I continue to encourage staff attorneys to voluntarily provide legal education to parents. I organize the collection of school supplies and donate food and refreshments for families. I volunteer my time and work the event. Since the program's inception in 2010 we have served nearly 400 children.

I provide education and lecture to Clark County School District schools, and UNLV Criminal Justice classes on topics such as crimes against women and children, criminal law, juvenile law, child welfare and human trafficking.

I speak to local community groups, such as the Kiwanis and Junior League, about human trafficking and the sexual exploitation of children.

I have volunteered as a participant in the UNLV Jean Nidetch Woman's Center interactive theater, educating the public on date rape.

I am a past faculty member for the National Council of Juvenile and Family Court Judges National Conference on Juvenile Justice.

8. List all bar associations and professional societies of which you are or have been a member. Give titles and dates of offices held by you in such groups. List committees on which you have served that you believe to be of significance. Exclude information regarding your political affiliation.

Nevada State Bar Association  
Clark County Bar Association  
National District Attorney's Association  
American Professional Society on the Abuse of Children

9. Describe in detail your experience in practicing criminal law, including the prosecution of criminal cases and juvenile court proceedings.

Criminal Law:

Served more than 10 years as a Criminal Division prosecutor in Clark County District Attorney's Office, assigned to the Las Vegas Justice Courts and Eighth Judicial District Courts. Served in the capacity of general litigation track deputy, specialty team deputy, circuit team deputy and team chief.

Prosecuted hundreds of misdemeanor cases in Justice Court, including, but not limited to, Battery Domestic Violence and Driving Under the Influence of Intoxicating Liquor/Controlled Substance. Presented numerous cases to the Clark County grand jury.

Litigated more than a thousand bail hearings, motions, sentencing and probation revocation hearings.

Reviewed search warrants, responded to crime scenes, attended autopsies and provided legal advice to law enforcement.

Prosecuted offenders in more than 50 felony jury trials. Convictions included the following crimes: First Degree Murder, Conspiracy to Commit Murder, Sexual Assault, Sexual Assault of a Minor, Sexual Assault Victim over 65, Sexual Assault with Substantial Bodily Harm, First Degree Kidnapping, Attempt Murder, Robbery Victim over 65, Bomb Threat, Child Abuse with Substantial Bodily Harm, Use of a Minor in Production of Pornography, Home Invasion, Larceny from the Person, Burglary, Possession of a Controlled Substance with Intent to Sell, Pandering a Child, Lewdness with a Child Under 14, Statutory Sexual Seduction, Solicitation to Commit Murder, and Battery with Substantial

### Bodily Harm.

Specialized in crimes against women and children for seven years. Prosecuted cases with victim's as young as four years of age and regularly handled cases with special needs victims. Successfully negotiated multiple cases against sex offenders and child molesters to life sentences, which allowed closure for the victims and helped avoid protracted litigation. One of first prosecutors in Clark County to successfully convict offender of First Degree Kidnapping for recruiting teenage girls to work as prostitutes in Las Vegas.

Appointed Special Prosecutor for White Pine County District Attorney's Office, resulting in conviction and death penalty in Capital Murder case involving homicide of young child.

### Juvenile Law:

Served more than seven years as a Juvenile Delinquency Division prosecutor for the Clark County District Attorney's Office. Managed more than a thousand cases, appeared in court daily, while also working toward systemic and process improvement within NRS Chapter 62.

Prosecuted all aspects of juvenile delinquency cases to include screening of cases submitted by local law enforcement agencies, daily court appearances to litigate release issues, negotiations, dispositions and certifications. Represented DA's office in Juvenile Drug Court proceedings.

Conducted more than 40 bench trials while assigned to prosecution of juvenile sex offender caseload. Adjudications included the following crimes: Sexual Assault of a Minor, Lewdness With a Child Under 14, First Degree Kidnapping, Stalking, Battery with intent to Commit Sexual Assault, and Burglary.

Provided legal assistance, education and guidance to Department of Juvenile Justice.

Established Juvenile Detention Alternatives Initiative (JDAI) in District Attorney's Office. Member of Executive Committee, partnering with Assistant County Manager, Juvenile Judge, Juvenile Justice Director and Juvenile Public Defender, to implement first JDAI in Nevada. Initiated best practice of expedited case screening for detained youth by shortening the time of filing of the petition by five days.

Compiled research, helped develop legislation and testified before legislative committees which considered juvenile justice issues during five legislative sessions.

10. Describe in detail your experience in practicing civil law, including family support and child welfare matters.

Family Support Law:

Serving as Assistant District Attorney responsible for Clark County District Attorney's Office Title IVD Family Support Program (DAFS) since September 2008.

Implementing a data-driven performance-based program that aligns with the federal performance measures for the Federal Title IVD Family Support Program.

Planning, organizing, administering, reviewing, and evaluating the Family Support Program objectives of establishing paternity, establishing child support court orders, collecting current support, and collecting arrears for our 74,800 cases.

Spearheading the development and implementation of goals, objectives, policies, procedures, and work standards for the entire office.

Overseeing each unit within the District Attorney's Family Support Division: Intake,

Paternity Establishment, Review and Adjustment, Locate, Enforcement, Audit, Customer Service, Employer Web Services, Legal, Court Desk, Investigations, Information Technology, Mailroom, and Visitation Access.

Created internal Innovation and Implementation teams that developed a strategic plan to improve performance. In September 2011 DAFS achieved unprecedented results in paternity establishment and court order rate. Our collection of current support and arrears for FY 2011 exceeded 133 million dollars, which is a 7 million dollar increase over FY 2010 collections.

Sponsor ongoing initiatives, such as outreach to custodial parents, veterans, and domestic violence victims. Created one of the first in the nation child support social worker outreach programs for disabled non-custodial parents. These programs resulted in our being awarded the 2011 National Child Support Enforcement Award for Outreach to Educate.

Collaborated with the Neighborhood Justice Center, a division of the Clark County Courts, to train all family support employees in conflict resolution and assisted mediation skills. I participated and completed the 18 hour training along with staff.

Sponsored a federally funded 1.3 million dollar technology initiative, from conception, to request for purchase, to contract negotiation, to implementation, to close out and maintenance agreement. This resulted in Family Support's new paperless case management system. This was facilitated by my membership in the statewide Child Support Enforcement Task Force.

Prior to joining the District Attorney's Office I worked as a judicial law clerk for one of the Eighth Judicial District Court's Domestic Relations Hearing Masters. As such, I prepared the calendars and briefed the court on family law issues to

include spousal and child support.

#### Child Welfare Law

Served over seven years as a Child Welfare Division prosecutor for the District Attorney's Office. Managed more than a thousand cases of children who suffered physical abuse, sexual abuse, and neglect. Participated in daily court appearances pursuant to NRS 432B to litigate protective custody reviews, plea hearings, mental health reviews, adjudicatory hearings, dispositional hearings, and foster care reviews. Reviewed, prepared, and litigated termination of parental rights trials, pursuant to NRS 128.

Presented evidence in fair hearings when substantiation of child abuse allegations by the Department of Family Services was appealed by parents. Utilized my four years of social work experience investigating child abuse to court substantiate allegations of child abuse and neglect.

Regularly attended multi-disciplinary team meetings with system partners to review cases as well as current practices. Worked collaboratively with law enforcement, courts, defense bar, children's attorneys, CASA, and family services to create strategies to implement best practice. Represented the District Attorneys Office during the transition and integration of county and state child welfare services.

Vice Chaired the Southern Nevada Child Fatality Task Force (2006-2008). The task force, which was a response to the Blue Ribbon Panel, created protocols and training for all system partners investigating and prosecuting child deaths to include law enforcement, child welfare, and coroner's office. The task force organized a local conference "Creating a Safer Future for Southern Nevada Children", featuring national experts to train local partners.

Served as a member of Nevada's Children's Justice Task Force.

Partnered with the Department of Family Services and Coroner's Office to establish the first Clark County Child Death Review Team. Active participant on the team, reviewing child death cases in Clark County for more than ten years.

Collaborated with Boyd School of Law to implement the "Kid's Court School Program".

First prosecutor to be co-located in the Children's Advocacy Center as part of best practice in investigating and prosecuting child sex abuse cases. Serving as the Current Chair of the Southern Nevada Children's Advocacy Center Policy Governing Board.

Initiated partnership with Clark County Social Services "Step Up Program", wherein the District Attorney's Family Support Division provides employment opportunities and mentoring to young adults who have aged out of the foster care system.

#### **CIVIC, PROFESSIONAL AND COMMUNITY INVOLVEMENT**

11. Have you ever held an elective or appointive public office in this or any other state? Have you ever been a candidate for such an office? If so, give details, including the offices involved, whether initially appointed or elected, and the length of service, or the office for which you were a candidate.
- No.
12. State any civic activities in which you have taken part, giving dates and offices or leadership positions, of which you want the committee to be aware.

Board Member, Community Outreach Medical Center, (COMC), (2006 to 2009).

COMC is a United Way accredited nonprofit organization dedicated to serving those who have no health insurance or are underinsured throughout Clark

County. The center provides comprehensive health care, intensive case management and collaborative outreach to medically underserved populations. As a board member, I engaged in strategic planning, public education, outreach, and financial support for the organization.

Founding Board Member/Current Chair, Protecting Sexually Exploited Children, (PSEC) Nevada (2005 - Present).

PSEC is a nonprofit organization dedicated to establishing a safe house for child victims of human trafficking. The 2005 US Trafficking Victims Protection Act designated American children prostituted in the US as domestic minor sex trafficking victims. The Department of Justice has identified the gaps and challenges in combating child trafficking as including a lack of secure shelters for victims, the need for more effective cooperation between non-governmental organizations and governmental agencies, the difficulties in the identification of victims and traffickers, and the lack of preventive measures. I joined the Juvenile Judge, Chief Juvenile Public Defender, and UNLV Criminal Justice Professor to create a nonprofit to assist these children, provide treatment, and establish a secure safe house/assessment center as an alternative to the juvenile detention center. I engage in public education, and community outreach, as well as provide financial support to make the safe house a reality for these children.

13. List any accomplishments (i.e., educational, military service, charitable and the like) of which you want the committee to be aware.

Recipient, American Jurisprudence Award, Insurance Law, Northwestern at Lewis and Clark Law School, 1990.

Recipient, Equality NOW Award, National Organization of Women, 2001.

Graduate, Clark County Leadership Forum, 2005.

Recipient, Clark County Extraordinary Performance Award,  
Clark County, NV, 2007.

Mentor, Clark County Management Academy, 2009 - present.

Member, United Way Bronze Leadership Society, 2005 - present.

14. In the last ten years, have you been arrested, charged or held by any federal, state, local or other law enforcement authority, including the IRS and SEC, or convicted of violation of any federal, state, or local law, regulation or ordinance? Exclude minor traffic violations and any juvenile offenses. Provide detail of the circumstances, charges, and dispositions.

No.

15. Have you ever been sued for any claim arising out of your activities as a lawyer or judge? If yes, explain.

I was named in one case (CV-S-01084-PMP-RJJ) filed in federal court in 1997 alleging unjust prosecution arising out of a criminal case. Also named in the suit were the District Court judge, other prosecutors, law enforcement and the private defense attorney. The case was dismissed two months after it was filed.

16. Have you ever been the subject of an ethics, open meeting law or public records complaint? If yes, explain.

No.

17. In the last ten years, have you have ever been called upon to respond to a complaint or charge or to appear before a judicial discipline commission, a bar association grievance committee, bar association character and fitness committee; or have you ever been disciplined or cited for breach of ethics or unprofessional conduct by any court, commission, or military tribunal? If yes, explain. Include any complaints now pending.

No.

18. Are you in violation of or have you violated any court orders, including spousal and child support?

No.

## **ADMINISTRATIVE EXPERIENCE**

19. Describe in detail your experience in overseeing and managing the work of other attorneys.

Since September 2008 as Assistant District Attorney, I have planned, organized, administered, reviewed and evaluated the activities of 33 attorneys assigned to the Family Support, Juvenile Delinquency, and Child Welfare Divisions. I have assisted in the development and implementation of goals, objectives, policies and procedures, and performance standards for these attorneys.

I have coordinated organization wide attorney review and evaluation with the Assistant District Attorney in the Criminal Division and County Counsel in the Civil Division.

Since 2003 I have engaged in the selection and hiring of attorneys for each of the divisions in the DA's office and have provided attorney training and professional development. I have created and motivated effective work teams in each of the three divisions I supervise.

From September 2003 - September 2008 as Chief of the Juvenile Delinquency and Child Welfare Divisions I supervised and managed the daily activities of 23 attorneys. This included the training of new attorneys, case review, evaluation, and disciplinary actions. While Chief of the Juvenile Division I completed the National College of District Attorneys Office Administration course to enhance my knowledge of administration and supervision.

In 2003, while Team Chief in the Criminal Division, I supervised the activities and performance of five criminal division attorneys. This included training, case review, evaluation, and discipline. I also directed and reviewed their preparation and presentation of criminal actions, as well as their negotiations, giving

constructive feedback where appropriate.

20. Describe in detail your experience in preparing and overseeing a budget.

In 2003, as the Chief of the Juvenile Delinquency and Child Welfare Divisions I initiated a proactive approach to oversight of this budget. I requested - and was granted - the ability to separate this budget from the Criminal Division to improve fiscal efficiencies. I managed the budget during years of growth for the division, as well as during years of cost containment and budget reductions.

Since 2008, I have coordinated each year with the Assistant Director of Administration to develop the annual budget proposal for Juvenile Delinquency, Child Welfare and Family Support Divisions.

For the past two years I have been engaged in the daily oversight of the Family Support Division's 33 million-dollar budget composed of federal, state and county funds.

In the Family Support Division, I am one of the grant sponsors who has budget oversight of our three-year federal 1115 Demonstration Grant, with an allocation of \$771,852. to our program to research, design and implement early intervention strategies that will result in increased child support collections. This was the division's first successful 1115 grant application.

I lead the Family Support Division in the implementation of policies and practices that will result in the procurement and receipt of an increased share of the drawdown of federal incentive dollars. As such, I oversee the multi-million dollar federal incentive budget and make the determination on how this money will be used to supplement the Family Support Program.

Since 2008, I have been a member and worked collaboratively with state partners, as well as other counties, on the Statewide Enhancement Committee responsible for the distribution of millions of federal incentive dollars designated for statewide improvements to the Family Support Program.

Since 2003, I have worked collaboratively with Clark County (Human Resources and Finance) to maintain adequate staffing and personnel in each of my divisions, working to utilize existing resources, while maximizing opportunities for grant funding, as well as other state and federal funds.

As Assistant District Attorney responsible for the Information Technology Unit in the Family Support Division I exercise budget authority and review over associated technology maintenance, expansion planning, and future projects.

21. Describe in detail your experience in managing and supervising non-attorney staff subject to collective bargaining agreements.

Since 2003, I have directly supervised or maintained administrative oversight of Service Employee International Union (SEIU) members, as well as District Attorney Investigator Association (DAIA) members.

As a Team Chief in the Criminal Division I supervised legal secretaries, investigators and legal office assistants subject to collective bargaining.

As Chief of the Juvenile and Child Welfare Divisions I supervised members of DAIA as well as SEIU.

As Assistant District Attorney I have added the Family Support Division and I now maintain administrative oversight of approximately 200 SEIU members.

As a member of the Clark County District Attorney's Labor Management

Committee for over three years, I meet regularly with union representatives to address members' concerns and issues.

As Assistant District Attorney I engage in contract interpretation, labor management negotiation, and dispute resolution with union representatives regarding employees subject to collective bargaining agreements. I also preside over disciplinary proceedings subject to the terms of the respective collective bargaining contracts, make decisions on discipline, and prepare written findings to support these decisions.

#### **OTHER**

22. If appointed, do you intend to seek election to this office?

Yes.

I verify by my signature below that all statements made on the personal information form and application form are true and complete to the best of my knowledge. I understand that any false statement may be cause for rejection of my application. I further understand that the County may make inquiries to verify any statement made on the application form including information relating to education, bar admission, and experience.

*Terese M Lowery Childs*  
Signature

12/8/11  
Date